

DEVELOPMENTAL COUNSELING FORM <small>For this form, see FM 6-22; the proponent agency is T OC.</small>			
DATA REQUIRED BY THE PRIVACY ACT OF 1974			
AUTHORITY:	5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)		
PRINCIPAL PURPOSE:	To assist leaders in conducting and recording counseling data pertaining to subordinates.		
ROUTINE USES:	For subordinate leader development IAW FM 6-22. Leaders should use this form as necessary.		
DISCLOSURE:	Disclosure is voluntary.		
PART I - ADMINISTRATIVE DATA			
Name (Last, First, M) MANNING, BRADLEY E.	Rank/Grade PFC / E3	Social Security No. (b) (6)	Date of Counseling 7 APR 2009
Organization RHC 2BCT	Name and Title of Counselor SPC JIHRLEAH W. SHOWMAN, TEAM LEADER		
PART II - BACKGROUND INFORMATION			
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling) Initial-New Team Leader Duty expectations, Soldier expectations			
PART III - SUMMARY OF COUNSELING Complete this section during or immediately subsequent to counseling.			
Key Points of Discussion: PFC Manning the following is in regards to your expected performance on and off duty as a Soldier assigned to the 2BCT S-2: o You will be responsible for upholding the regulatory guidance pertained with-in the: - 10th Mountain Division Blue Book, this book is part of your utility uniform. - The 2BCT Command Policies - The IIIIC 2BCT Command Policies - Abiding by the orders of those appointed over you (your enlistment oath). o At all times you will uphold the Army's Customs and Courtesies. - Ma'am, Sir, Sergeant are all references which will be used always. - Parade Rest and Attention will only be broken when directed to by the senior. You will render these courtesies to all whom out rank you. o You will conduct yourself in a military manner upholding the seven Army values of L-D-R-S-H-I-P. - Abiding by these simple foundation values will ensure you make the "hard right" over the easy wrong. - Understand these are all intertwined values and to lapse in one inherently diminishes the rest. o You will keep an open line of communication with your leadership at all times. (Understand, I SPC Showman am your first line supervisor) - You will ensure to communicate with your peers in their absence, ensuring they are informed of any disseminated information and upcoming mission. o You will report to the appointed place of duty at the right time and in the right uniform. - Ignorance is not an alibi, as stated above keep an open line of communication to include questions with any doubt or confusion. o You will at all times maintain your arms, equipment, and self consistently prepared to deploy. - A Soldier is a complete package - shoot-move-communicate are fundamentals which allow us to be the complete Soldier and capitalize on our Military Occupational Specialty. - An element is only as strong and weak as the Soldiers with-in it. o Team - no one individual can make or break a mission it is a combined effort. - This is a key component to success which involves the above: Communication & L-D-R-S-H-I-P Army Values o As a 3SF you must be proficient in multi-tasking, your duties may range from Motor pool Mondays to Command and Staff Briefs. - At all times you must be ready to complete any mission presented to you. - Your duty description will grow and change with reflection to the overall mission. - Regardless of your delegated duty there is no room for "checking the box" when our objective is SUCCESS!!! o Your excessive caffeine consumption is a possible hindrance to your overall performance as it may be hindering your rest cycle and hydration impacting your overall performance. o Your initiative in enhancing your knowledge and skills as an analyst is commendable. Caution to not have tunnel vision and ensure you keep the entire spectrum of being a 'Soldier Intelligence Analyst.'			
OTHER INSTRUCTIONS This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/consequences see local directives and AR 635-200.			

DA FORM 4856, MAR 2006

EDITION OF JUN 99 IS OBSOLETE

APD PEV 200

specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)

Short term:

- o Improve Professionalism and Proficiency in all operations
- o Caffeine Consumption: 1 64 9 day.
- o Make the rank of SPC
- o APFT- PU: 75/100+ SU: 68/170+ RUN: 12:40/100+
- o 10 credit hours of Army Correspondence Courses
- o College:
- o
- o

Long term:

- o Bachelors Degree: _____
- o Masters Degree: _____
- o
- o

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled. ☒ agree ☐ disagree with the information above.
Individual counseled remarks:

Signature of Individual Counseled:

SPC BRADLEY E. MANNING

Date: 20040407

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

- o Keep the Soldier informed of duties and responsibilities
- o Be available for questions
- o Hold the Soldier to the standard
- o Train the Soldier for upcoming events

Signature of Counselor:

SPC JHELEAH W. SHOWMAN

Date: 20040407

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor: _____

Individual Counseled: _____

Date of Assessment: _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM <small>For use of this form, see FM 8-22; the proponent agency is 1. JOC.</small>			
DATA REQUIRED BY THE PRIVACY ACT OF 1974 AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9387 (SSN) PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates. ROUTINE USES: For subordinate leader development (AW FM 8-22). Leaders should use this form as necessary. DISCLOSURE: Disclosure is voluntary.			
PART I - ADMINISTRATIVE DATA			
Name (Last, First, MI) MANNING, BRADLEY E.	Rank/Grade PFC/E3	Social Security No. (b) (6)	Date of Counseling 07 APR 09
Organization HHC 2BCT	Name and Title of Counselor SPC JHRLEAH W. SHOWMAN, TEAM LEADER		
PART II - BACKGROUND INFORMATION			
Purpose of Counseling: (Leader states the reason for the counseling, e.g. Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.) Event Oriented: 6 APR 09 - Failure to Report - 060700APR09 Accountability Formation - Disrespect - Loss of Military Bearing			
PART III - SUMMARY OF COUNSELING <small>Complete this section during or immediately subsequent to counseling.</small>			
Key Points of Discussion: PFC Manning the following is in regards to your performance the morning of 6 APR 09: o On the morning of 6 APR 09 you failed to report to the 0700h accountability formation. This is a formation which you were aware of, and with no substantial reasoning to explain your tardiness other than you overslept is unacceptable. <u>PSM</u> - A Soldier's basic commitments are to be: at the right place, right time and in the right uniform. - You were cited in October by SSG Belmont as this brings deficiency. o This is a blatant dereliction of duty in addition to weakening the entire force. o Upon being woken and brought to formation, you were advised of the upcoming report time as a corrective measure to address the deficiency. - At which point you proceeded with an unruly outburst of screaming to the extent of expelling spit, clenching of the fist, and shaking in fury. This was done in a professional forum while in uniform. <u>BSM</u> - Your acts are unbecoming of a Soldier and directly disrespectful to Section Sergeant MSG Adkins and myself. o These acts are unacceptable and will not be tolerated. * If this conduct continues, action may be initiated to involuntarily separate you from the service under AR 635-200, Chapter 5, 11.13, or 14. If you are involuntarily separated, you could receive an Honorable, General Under Honorable Conditions, or Uncharacterized Discharge. An Honorable Discharge may be awarded under Chapter 5, 13, and 14. And Uncharacterized Discharge may be awarded under Chapter 11. An Other Than Honorable Conditions/Discharge may be awarded for chapter 14. If you receive an Honorable discharge you will be qualified for most benefits resulting from military service. If you receive a General Under Honorable Conditions or an Uncharacterized Discharge, you will be disqualified from re-enlisting in the service for some period and you will be ineligible for many veterans' benefits to include but not limited to the MGIB. If you receive an Other Than Honorable Discharge, you will be ineligible for most, if not all veterans' benefits to include but not limited to the MGIB, and you will be precluded from re-enlisting in the service. If either a General Under Honorable Conditions, Other than Honorable Conditions, or an Uncharacterized Discharge is given, you may face difficulty in obtaining civilian employment as employers have low regard for less than Honorable Discharges. Lastly, although agencies exist to which you may apply to upgrade a less than Honorable Discharge, it is unlikely that such an application will be successful.			
OTHER INSTRUCTIONS <small>This form will be destroyed upon: reassignment (other than rehabilitative transfers), separation at ETS, or upon retirement. For separation requirements and notification of loss of benefits/transfer, access 800 local directives and AR 635-200.</small>			

DA FORM 4856, MAR 2006

EDITION OF JUN 99 IS OBSOLETE

APR PE 12.00

1. The leader must ensure that the subordinate has an opportunity to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below).

Corrective Training:

- o You will report to morning formation at 0640h. This report time will stand until further notice from my SPC Showman.
- o Compose a 1000 word typed paper (at a minimum) of your potential deployment experience by yourself, versus a deployment with unreliable team members, versus a deployment with a reliable team.
- This paper will be NLT 140930 APR 09.

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled: ☒ Agree ☐ disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled:

PFC BRADLEY E. MANNING

Date: 7 APR 09

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

- o Inform the Soldier of their deficiency.
- o Provide corrective training for the Soldier.
- o Ensure the Soldier upholds the Army Standards.
- o Advise the Soldier of the appropriate references.

Signature of Counselor

SPC JIMBLEAH W. SHOWMAN

Date: 14 APR 09

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor:

Individual Counseled:

Date of Assessment:

Note: Both the counselor and the individual counseled should retain a record of the counseling.

DEVELOPMENTAL COUNSELING FORM

For use of this form, see FM 6-22; the proponent agency is TRADOC.

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: 5 USC 301, Departmental Regulations; 10 USC 3013, Secretary of the Army and E.O. 9397 (SSN)
PRINCIPAL PURPOSE: To assist leaders in conducting and recording counseling data pertaining to subordinates.
ROUTINE USES: For subordinate leader development IAW FM 6-22. Leaders should use this form as necessary.
DISCLOSURE: Disclosure is voluntary.

PART I - ADMINISTRATIVE DATA

Name (Last, First, MI) MANNING, BRADLEY E.	Rank/Grade PFC / E3	Social Security No. (b) (6)	Date of Counseling 2009/01/03
Organization HHC2BCT	Name and Title of Counselor SPC JHRLEAH W. SHOWMAN, TEAM LEADER		

PART II - BACKGROUND INFORMATION

Purpose of Counseling: (Leader states the reason for the counseling, e.g., Performance/Professional or Event-Oriented counseling, and includes the leader's facts and observations prior to the counseling.)

Performance / Professional Development

- Monthly: June

PART III - SUMMARY OF COUNSELING

Complete this section during or immediately subsequent to counseling.

Key Points of Discussion:

PFC MANNING the following is in regards to your performance for the month of May as well as your expectations for the month of June:

- o As a member of a unit assigned to the 10th Mountain Division you are expected to know, live and enforce the standards of the 10th Mountain Division Blue Book. Ensure these standards are thoroughly known.
- o You will conduct yourself with military bearing upholding the Army Customs and Courtesies and Army L-D-R-S-H-I-P values in what you say, do, and don't do.
 - Your daily actions are indicative of your values, ensure your verbiage and your actions go hand and hand
- o You will maintain yourself (physically and mentally), your equipment, your skills, and your personal affairs to ensure you are always ready to deploy and fulfill any mission. Maintain versatility through constant mission readiness.
 - The Standard is the Army Standard live to uphold it
- o You will keep an open line of communication with your leadership at all times. You will know and use your Chain of Command appropriately. You will communicate with your peers in their absence so as to keep the entire team informed and fit to fight.
- o Your performance for the months of May:
 - Your performance through the month of May has shown gains since your last counseling. You have maintained an open line of communication, continue this pattern to ensure the mission and individual disposition is enhanced.
 - While TDY at school there were some accusations and conflicts:
 - > Ensure you are aware of your surroundings that perception is truth in the military. Remember to consistently conduct yourself in a military manner.
 - This is the most important time for communication and integrity, continue these practices.
 - > CONGRADULATIONS on your successful completion of your analyst training.
- o Your physical fitness is still a weakness. You will be devised a work-out program to conduct as mission allows in the afternoon hours, it is your duty to be physically fit. This is a situation to be aware of and address prior to it becoming a impacting issue.
- o Your overall performance has led you to being recommended to compete at the August Soldier of the Month Board.
 - Discipline is a must through the July training exercise and the high pre-deployment op-tempo. This is only going to increase your opportunities through giving you additional opportunities to excel.
 - Seek study material through the designated regulations and manuals as well as www.armystudyguide.com
- o Users of tobacco products will not be allowed additional time beyond routine breaks to be away from their jobs for tobacco breaks. (AR 600-63 par 7 k) in keeping with this standard you will be required to ask your Team Leader for permission to take any smoke breaks during work hours. As the 35F Team we will always uphold a standard. If your Team Leader is not present you will stand by until your Team Leader is in contact with you. There will be NO exceptions to this rule.

OTHER INSTRUCTIONS

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Plan of Action: (Outlines actions that the subordinate will do after the counseling session to reach the agreed upon goal(s). The actions must be specific enough to modify or maintain the subordinate's behavior and include a specified time line for implementation and assessment (Part IV below)

Short term:

- o Improve Professionalism and Proficiency in all operations.
- o Caffeine Consumption: _____ oz / _____ day
- o Make the rank of SPC
- o APPT- PU: _____ / _____ SU: _____ / _____ RUN: _____ / _____
- o 10 credit hours of Army Correspondence Courses
- o College:
- o Soldier will prep for upcoming Soldier of the month board
- o

Long term:

- o Bachelors Degree: _____
- o Masters Degree: _____
- o
- o

Session Closing: (The leader summarizes the key points of the session and checks if the subordinate understands the plan of action. The subordinate agrees/disagrees and provides remarks if appropriate.)

Individual counseled: ☒ agree ☐ disagree with the information above.

Individual counseled remarks:

Signature of Individual Counseled:

PFC BRADLEY E. MANNING

Date:

3 JUN 2009

Leader Responsibilities: (Leader's responsibilities in implementing the plan of action.)

- o Keep the Soldier informed of duties and responsibilities
- o Be available for questions
- o Hold the Soldier to the standard
- o Train the Soldier for upcoming events

Signature of Counselor:

SPC JERRIEAN W. SHOWMAN

Date:

20090603

PART IV - ASSESSMENT OF THE PLAN OF ACTION

Assessment: (Did the plan of action achieve the desired results? This section is completed by both the leader and the individual counseled and provides useful information for follow-up counseling.)

Counselor: _____

Individual Counseled: _____

Date of Assessment: _____

Note: Both the counselor and the individual counseled should retain a record of the counseling.